

## **COMMITTEE ON HUMAN RESOURCES/INSURANCE**

**February 6, 2002**

**5:30 PM**

Chairman Lopez called the meeting to order.

The Clerk called the roll.

Present: Aldermen Lopez, Pinard, DeVries, Sysyn, Shea

Messrs: M. Slagle, E. Sawyer, V. Lamberton

Chairman Lopez stated I am going to take Item 4 first because the individual has to go to Boston.

Communication from Alderman Gatsas suggesting that the disabled be included in the roles and responsibilities of the Department of Elderly Services.

Chairman Lopez stated I am suggesting that this be referred to a special meeting of this Committee. As the Committee knows there are various questions about this issue and Maureen Slagle has been working on it. It is going to take a little more time to get the final analysis. With that having been said, I will let Maureen speak.

Ms. Slagle stated I have reviewed Alderman Gatsas' request and have made some preliminary recommendations regarding that. In general my feeling is that the position would be redundant because many of the items that he had specified are covered either through the ADA Coordinator's position and/or ACCESS Manchester, the advisory committee on accessibility issues. We have surveyed all of the departments for the barriers to Access that still exist throughout the City, the physical barriers. I have received responses from all department heads and have compiled their responses. My plan is to meet with the individual department heads. I have already started those meetings at this point but I haven't had a chance to meet with all of them to give them their specific information as to what is still outstanding in terms of that barrier removal and then to present that information to ACCESS Manchester and then to the CIP Committee through ACCESS Manchester.

Chairman Lopez asked what about the question that Alderman Gatsas brought up. Are we going to get a detailed report on that?

Ms. Slagle asked as to the specific points of his letter.

Chairman Lopez answered yes.

Ms. Slagle replied yes.

Chairman Lopez asked what kind of time-frame are we talking about.

Ms. Slagle answered I could have that for you at the next meeting. Well let me rephrase that. In terms of the specific access issues and my ability to meet with the department heads, that is contingent upon some scheduling issues so I will talk with Ginny in terms of when I have the full schedule to give you a better idea. The other issues, the other points that are on his letter, we can meet on at any time. If I could defer the answer to that question and talk with Ginny about it tomorrow, I will have a better idea of the scheduling.

Alderman Shea stated the people now who do have disabilities, do they have access to your Committee or to you. In other words, why would it be necessary to have as he is suggesting here the disabled in the roles and responsibilities of the Department of Elderly Services? Do they have access now? Is there a problem with them having access to any kind of programs or help or guidance?

Ms. Slagle replied the City has actually done an excellent job particularly over the past six or seven years in both publicizing the accessible features of our programs, the accessible buildings and parks and facilities and so on. We also have, through ACCESS Manchester I have a database of service organizations that are both local and state-wide in terms of folks who provide services to folks with disabilities, whether it is through housing, through day-to-day programs, through vocational rehabilitation jobs and so on and we have sent an informational sheet on ACCESS Manchester to all of these organizations so that they can, in turn, share that information with their constituents. ACCESS Manchester participates in statewide forums – a technology expo, on an annual basis. We have done a lot of different things to promote both what the City has done in terms of providing access but also the fact that there is an ADA Coordinator in the City who can help people maneuver through the maze of the various disability issues that are out there whether it is housing, jobs, accessing a particular service, education or whatever.

Alderman Shea responded as a follow-up, Alderman Gatsas did write here “unfortunately many of their needs go unmet each day in our City.” Why does he have access to that information and others don’t or is that a statement taken out of context?

Ms. Slagle stated I am not sure exactly what he is referring to. There are certainly some issues that are still outstanding and the number one issue is housing. In terms of accessible housing there is a real shortage for people with disabilities. Housing is an issue in general throughout the City. I know there is a shortage for everyone but it is a real critical issue for people with disabilities. That may be one area where there is a real need for a coordinated effort between the housing agencies, and the various programs that provide assistance in that level. As a City in other areas...I am not sure what he is referring to quite frankly because I do know that there is a very strong effort in the school district, for example, to contact parents of kids with disabilities. We have met at the senior center a couple of times over the past year to talk to them about their issues. I guess I would need more information on what he is referring to.

Chairman Lopez asked have you spoken to Eric Sawyer, Ron Pappas or Ray Giroux and do you plan on talking to them.

Ms. Slagle answered I don't know Eric Sawyer. I actually spoke with Ray Giroux yesterday on another matter and I do know Ron Pappas but I can get in touch with Mr. Sawyer.

Chairman Lopez stated during the last term I was on the ACCESSSS Manchester Committee. I don't know what Alderman is on there now so that has to be brought up to the Mayor but I think that one of the most important things...it is a lot of money that is involved through the CIP process to do a lot of this stuff and I am very familiar with it. Maybe somewhere along the line we have to educate all of the Aldermen about the problem that we do have, which is mainly money and we can only do so much every year. I think that we have to outline since 1998 and the ADA and when it went into effect and the plan that was developed in 1998 and where we are at. I am sure you can get that information for us.

Alderman Pinard asked is this starting a new agency type thing where you are going to have to hire a director, etc. Isn't Prime Time involved in helping the seniors and the elderly? I am not against the idea but with everything that is going on around us, we have to look at the dollar signs because things are getting tight. If there is a way to work around this with the cost I would appreciate it.

Ms. Slagle answered there are a lot of agencies actually in the Manchester area, either in the City or around the area that provide services to pretty much the entire gamut of people with disabilities basically from birth through senior citizen. What I would caution against is targeting one particular agency or group such as seniors or such as kids in schools. I think we have to have a really coordinated approach so that we make sure that everyone's issues are addressed. I wouldn't recommend

going to one particular agency. ACCESSS Manchester has tried to make an effort to really work with the whole spectrum of agencies in the community.

Chairman Lopez stated Eric Sawyer just arrived and he asked that we recognize him so I would call him forward to speak.

Mr. Eric Sawyer stated as you can see in the letter that I just handed out, I pretty much discussed the whole issue with the Governor's Council on Disabilities. Let me go back. I want to give you some background from my perspective as a disabled resident in Manchester. I grew up in Manchester and moved away some time ago and then returned. Prior to my moving away I was diagnosed with ALS at a very early age. It has always been an issue that I have had to deal with. When I returned to Manchester one of the things that I found kind of disheartening was that every state and community has certain degrees of programs for the elderly and disabled. When I tried to inquire about the programs that may be available for the disabled in Manchester, I was surprised that nobody had any information. Then even further I became aware and I don't mean this in a negative sense, that the City has many, many programs and services for the elderly but if you remember my testimony during the disabled tax exemption, the disabled are in approximately the same position. The City at that time had virtually no services or assistance for the disabled. Since then you have passed the disability exemption for taxes and that is a major step forward. At that time, the Mayor and many of you said that that would be a first step towards rectifying a long-standing inequity, which I view in my mind as an inequity. I don't want to think that I am entitled to anything. In fact, as disabled people go I am probably better off than 99.9% because I have some very good things going for me. At the same time, there are many people who are disabled who can't come in here and voice their concerns and problems because you can't get to a normal Aldermanic meeting with City transit. It is very hard to get here if you are disabled. It is very hard to get out and do things period. In a lot of conversations with the Aldermen and with the Mayor and also recognizing what other communities do, they generally combine the office of elderly services and disabled services as the same and I made that suggestion. Alderman Gatsas was kind of enough to advance that idea forward. In going back a little bit there are many programs and services that are available to the disabled that can only be administered by a governmental body or a recognized organization on behalf of a governmental body. They come from Social Security, Employment Security, they are just all over the place. The City has no office, no infrastructure, no organization to apply for those services or grants or to administer them and I think that that is what you all should be focusing on. If you notice in my letter, I asked the Governor's Council on Disability to come here and address you all on this issue. I don't know that they have. I sure wish they would. I don't view the City as duplicating services, but I do view the City as bringing services together in a cohesive, organized manner integrating services that are

available and having a focal point person who can hear the problems of the disabled community in Manchester and advance those issues to you. I can speak very well for the type of disability that I have, but I couldn't tell you anything about being blind. I couldn't tell you about some other types of disabilities. It is just not something that I can do. As local as I tend to be about these issues, it is beyond my capabilities to do that and I think that as long as you have the ability to get grants and apply them to you residents I think you kind of have an obligation to do that. I am speaking here and I wasn't prepared to speak but I am just kind of extemporaneously speaking in my own words here. There is another thing here and I don't mean to beat up on Chief Driscoll but a lot of disabled people take their lumps and bumps as they come along. I want to give you a story of how people can be insensitive to the disabled. I am trying to think of how best to say this. First off, because of my disability when I get cold I become more incapacitated. The colder I get, the more incapacitated I become to the point where I can't move. One of the things that I always do is pay attention to where I am going and never go a first time to any place alone. I always carry change with me so that I can make phone calls. Well some time ago I had an occasion to talk with the Police Department about an issue and I don't know who answered the phone but I am going to call him Officer Snarly. He immediately, I guess, presumed that because I slurred my speech I was not with it all. Actually I was returning a call that they had asked me to return. Some time after that, I had to go to a doctor's appointment up here in the middle of winter on the corner of Elm and Hollis Streets. I was standing out on the sidewalk, the last appointment of the day, and the building superintendent came down. I had already called a taxi and the building superintendent came down and told me I was going to have to stand outside. I said okay. I knew that I had already been waiting quite awhile and I figured the taxi would be coming. I stood outside on the sidewalk and waited. No taxi was coming. I am standing there and I have enough change for one more phone call. I could see that if I could get across the street and into an open business establishment, the laundromat, that I would be warm and could wait for as long as I needed to. By that time, I had become so cold that I couldn't get across the street. With my last change, I had seen the police going up and down the street so I called the Police Department and asked them if they could please come down and help me get across the street so I could stand in a warm building. It turns out that I got Officer Snarly again. Basically the conversation went "well I don't know that we can do much for you, good luck bub" and he hung up the phone. Now I am left standing there in the cold and I have no more change left to call anybody. It was a cold winter night and the wind was blowing. Fortunately some guy came along and he had a cell phone and I asked him if he could make a phone call for me to see if the taxi was coming. It turns out that he was a nice guy and asked me where I lived and said well I live up that way too and I will take you home. It turns out that he didn't live anywhere near where I lived but he took me home. It turned out to be a good situation. I guess the morale of the story is...I

don't fault anybody for that. I think that is the lumps and bumps of being disabled but I do think that there is sometimes a lack of sensitivity on the part of City employees and people in general for people who are disabled. I had another instance where I was trying to get a bus pass and was told you need to come down and fill out the application. They wanted me to bring all these papers. I said well I have a Medicare card and that pretty much proves that I am disabled. They said well okay but you still need to come down to the terminal. I asked well how do I get there. They said have somebody give you a ride. Well if I could get a ride I wouldn't need the bus. I wasn't sarcastic to them and I said well okay where is the disabled parking. They said it is outside and there is a big blue sign. To make a long story short, one thing led to another and I didn't do that and put off getting a bus pass. I still don't have one. I just think that in this era and with the things that are available, both federally and from the state and from other services like the MTA and lots of other organizations that help the disabled they want to see an organizational structure to administer the program. There is none. You have Easter Seals and they focus on their own specific program. There are other organizations that focus on very narrow aspects. There is no broad organization.

Chairman Lopez stated before you came in Maureen stated that she is in the process of putting a lot of information together in reference to questions. I would ask her to meet with the three gentlemen who met with Alderman Gatsas. I think there were some points brought up there that maybe ACCESSS Manchester could get involved with if we haven't already. If you could meet with these three gentlemen to clear the air and figure out what the problem is...maybe they are not familiar with a lot of things that you are doing, Maureen. I think dissemination of the information is needed to everybody, including the Aldermen, so that they know what is going on. Do you agree with that?

Ms. Slagle replied yes.

On motion of Alderman Shea, duly seconded by Alderman Pinard, it was voted to table this item pending a report from Maureen Slagle.

Chairman Lopez addressed Item 3 of the agenda:

Communication from Mayor Robert Baines regarding the restructuring of health, elderly and youth services into a Department of Public Health and Community Services.

Chairman Lopez stated I am asking the Committee to have a special meeting on this because I don't believe that we are going to have enough time to go over the whole packet and get through the agenda. I know there are a lot of concerns. I have spoken to the Elderly Services Commission and I can't just throw away this

document. It has been referred by the Board. I have heard a lot of different things and I am sure you have heard a lot of different things from talking to some of the Aldermen. I think the only way to solve this entire thing is to have all parties concerned at a special meeting and we can devote our time to answering all of the questions, the proposal, misconceptions regarding the proposal and I have even said that the proposal is just a proposal. We can change it or do anything we want as a Board. It is just a document that has been presented. That doesn't mean it is written in stone that that is the way things are going to be.

Alderman Pinard stated I have gotten some phone calls and I am not sure what is going on. I don't think that any of us have talked to the Health Department or anything and I think that calling a special meeting and calling all of these departments in and the employees who will be affected is a good idea so that we can get handle on the cost and savings, etc.

Chairman Lopez stated we do have a meeting scheduled for February 11 at 5:30 PM.

On motion of Alderman Shea, duly seconded by Alderman DeVries it was voted to refer this item to a special meeting of the Human Resources/Insurance Committee scheduled for Monday, February 11, 2002 at 5:30 PM.

Chairman Lopez addressed Item 5 of the agenda:

Communication from Chief Driscoll, Police Department, regarding the addition of part-time police officers.

Chief Driscoll stated I would like to give a history if the Committee is interested in the program. Perhaps some of the senior people on the Committee would remember that for many, many years the Manchester Police Department did have a special officers program. They provided a variety of services to the community. They were kind of a high profile organization downtown helping people on Thursday nights. When we became accredited in 1989 we saw it as a huge task and probably an impossible task to maintain accreditation and provide these people with the level of training necessary to support that program. As a result of that, the program was eliminated. We have, for some time now, considered bringing back the special police program. We were encouraged to do that by the Board at our last budget hearing. When we did our 2001 budget, Alderman Pariseau initiated that conversation. It is something that we are interested in. There are two ways we can do it. The bottom line is a police officer has to be trained for full-time certification. We basically could do this in two ways. We could look at our retirees and that is the most advantageous way to do it from our perspective, or we could identify young people in the community that are looking

for a career in law enforcement and they could go to the full-time academy on their own and then present themselves to us and we would see if we were, in fact, interested in them. I really believe that is a good opportunity for the City to strengthen their public safety options and for them to do it at a very low cost. We have asked for no new money in the budget. We are specifically looking at five of our retirees who have retired within the last three years and still possess a valid certification. I have actually attached a copy of the job description that we have re-written. They will be used in a variety of functions to support the public safety effort. We think it is a win-win situation for everybody and we would hope that you would approve it.

Alderman Shea asked when do you want to get it started.

Chief Driscoll answered as soon as we can. I would think that there is some start-up time. We need to identify somebody to in fact do a background check on these people. They are our employees but they haven't worked so we would have to touch base with their employers. Some of them haven't worked for us for a couple of years so there are some small tasks to be done but I would think that within 30 or 60 days we could certainly be up and running.

Alderman Shea asked and you have enough money to cover the expense.

Chief Driscoll answered there is very little expense. If we did use them, part of the wages that they would be getting would be from extra jobs throughout the community. If we couldn't perhaps fill a civic center opportunity where we have somebody working down there, we would supplement that. We would never supplant. We won't give a job to a special police officer where a full-time police officer is eligible. It is much like we do with the Sheriff's Department now. If we have more work than we can handle, we will contact the Sheriff's Department and they will send us some people to help us out.

Alderman Shea stated I want to mention that my father served as an auxiliary policeman years ago.

Chief Driscoll asked what year might that have been.

Alderman Shea answered 1945 or around there.

Chief Driscoll stated they really have a rich history and made a huge contribution to the City many years ago.

Alderman Shea replied we were all proud of his badge.



Alderman DeVries stated on your letter you noted “general patrol when appropriate.” Can you tell me what “when appropriate” might be?

Chief Driscoll replied if we have an issue like Riverfest or some special activity within the community like a parade or some holiday situation or crisis or when we have political events going on. I can assure you that we have no intention and will not use them to supplant our full-time police officers. That absolutely will not happen.

Alderman Pinard stated one of the things you said was like at the Fire Department when a young man wants to become a fireman and goes to the fire training on his own. Would that be the same for a young potential police officer to go to the academy?

Chief Driscoll replied I am not real familiar with the fire academy. I know that there is an option for an individual to go and go through the standards and training academy to become a full-time certified police officer in the State of NH without having a job. We have never done that in Manchester but under the right situation if we saw somebody that we thought had a lot of potential and wanted to get into a career and they wanted to make that investment on their own we would certainly consider that person especially if it gave us an opportunity to look at them as a part-time police officer.

Alderman Pinard asked are you familiar with how the Fire Department works.

Alderman DeVries answered the Firefighter’s Academy...the courses are available and are paid out of their own pocket if they were to go where they can go through the accreditation for the two year associate’s degree and pick up some of the courses that way. Isn’t it more difficult to get into the Police Academy without an actual endorsement from the City though? I don’t think it is quite comparable to the Fire Department.

Alderman Pinard asked will you be looking into that Chief. I think it would be a good idea for a youngster who is looking for a police officer.

Chief Driscoll answered there are a lot of opportunities for young people whether it is an internship or a variety of different ways that they can come and work with us. There is the Explorer Program. I would be real reluctant to make a commitment to a person that I didn’t know or that we really hadn’t looked at real hard to tell them that if they go to the Academy and complete the Academy and then came back to us that we were going to hire them.

Alderman Pinard replied I don't think it works like that with the Fire Department because I know there are a lot of youngsters still waiting to get on the Fire Department because there is no guarantee. They go on their own.

Chief Driscoll stated if someone came to us with credentials that we were interested in we would certainly work with them.

Alderman DeVries asked these part-time positions will be part of the union or not.

Chief Driscoll answered I don't think they would be controlled by the union.

Alderman DeVries asked it is not in conflict with the union.

Chief Driscoll answered no they would be part-time. They would be paid the same wage as the union employees but I don't think that they would be part of the union nor do I think that they would receive any benefits. Perhaps the Human Resources Director could help me on that. I don't think so.

On motion of Alderman Pinard, duly seconded by Alderman Sysyn, it was voted to approve the request.

Chief Driscoll asked can I just make one final comment. I thank you for your support. Just to alleviate any fears, we have discussed this with the President of the Union and he understands and supports it and we have made the same commitment to him that I made to you that it is not going to take work away from any of those people. It is simply when they can't fulfill the responsibilities and the community has a need that we will have a resource to go to.

Chairman Lopez addressed Item 6 of the agenda:

Communication from Virginia Lamberton, HR Director, regarding a request to change the acceptable experience and training standards required for the Building Program Supervisor position and to place the current incumbent on a salary grade 17A step.

(Note: HR recommends that the class specification be reclassified from salary grade 17 to salary grade 18 and the minimum qualifications be revised. It is further recommended that the educational requirement be adjusted to the level of an associate's degree.)

Ms. Lamberton stated originally what came over from the department was a request to change the minimum qualifications of this job – to reduce them to what I believe was an inappropriate level in order to put the employee on an A-step. Something looked wrong so I thought perhaps the best thing to do would be to

look at the position to determine whether or not it was properly classified and whether or not it was a Department of Labor grade and whether or not based on the duties of the position the required education and experience were appropriate for the position. As I stated in my letter, I met with Frank Thomas and his staff and we discussed it and we all agreed that the most appropriate thing to do would be what I call a position review. We had the employee complete a questionnaire and Frank complied with all of my bureaucratic requests and we analyzed...as you can see in my letter and the attachments to my letter what I do is I look at the current level of the position in relationship to the duties that are assigned to the position...I look at them in relationship to similar positions within the City and I look at what we call the points that are assigned to the position and I found that some things were what I felt were improper so I included that the position should move from a labor grade 17 to an 18. In the end I ignored the A-step request because it really wasn't appropriate. Not that it wasn't appropriate, it just wasn't consistent with what the job was so based on the duties of the position I don't believe a bachelor's degree in engineering or architecture would be appropriate for that job. If anything, I think that they would be highly inappropriate and that the department would probably not be able to hire anybody to fill those duties and responsibilities. This job is like and correct me if I am wrong Frank but a jack of all trades. The person in this job has to know stuff about plumbing, electrical work, asbestos, the person has to have a lot of knowledge about a variety of trades. That is why we agreed that the most they would need to have would be an Associate's Degree and some experience and then I believe the only license that we were proposing was in the area of asbestos removal, etc. The points worked out to an 18 and that now makes that person's compensation equivalent to the other people who are doing similar work at a similar level in other departments. Maybe they are more specialized but it is more along the lines of equal pay for equal work, therefore, I am recommending the labor grade 18.

Alderman Shea moved to approve the request. Alderman Sysyn duly seconded the motion.

Alderman Shea asked, Frank, who is doing this now. Do they work in the Building Department?

Mr. Thomas answered the position is in our Building Maintenance Division. The position spends a majority of its time dealing with school facilities, but all facilities in the City.

Chairman Lopez asked, Frank, is this going to entice the other people to get a higher grade.

Mr. Thomas answered I don't think so. I think Ginny addressed it appropriately. If you took a look at the qualifications for that position it was a Bachelor's of Science for a grade 17 but then if you compare it to comparable positions throughout the City for similar duties, they were grade 18's and only required an associate's degree. One of the reasons why we suggested an A-step was we wanted to open the door and have this position looked at because of the wide range of responsibilities that the person needs in this position not only from asbestos removal to electrical issues to HVAC issues to climate control issues. I support the recommendation 100%. I think it was done properly and I don't see any adverse affects from it.

Chairman Lopez replied I agree with you. I want to say that the HR Director did an excellent job at the comparison. I have been on this committee for three years now and she really put you through the loops here.

Ms. Lamberton asked can I just follow-up on that. To provide you with a little bit of comfort, if you look at this sheet here, the point assignments, within Frank's Building Maintenance Division, he had a labor grade 21 that supervises all of these people. There are two labor grade 19's and there is one now hopefully labor grade 18. The difference between the 18's and the 19's is that the 19's are required to supervise subordinates so if you look at the supervisory factor over here on the right you will see that they are getting credit so to speak, 5 points for supervision whereas the position under review here does not supervise any people so consequently he does not get any points for supervision so that is one of the ways we distinguish between the other two positions and this position. They would be pretty hard pressed to convince Frank or I that they should have a higher grade because they are already getting credit for that and this position is not getting credit for that. Now in the future if for some reason the Board were to approve four or five employees to report to a position of Building Program Supervisor, we would really be required to look at that and see what type of supervision that person is providing and then determine whether or not it could go to a 19. Right now it is fair and square as far as the points go.

Chairman Lopez addressed Item 7 of the agenda:

Ordinance Amendment:

“Amending Section 33.049 Special Merit Pay Increases by changing the requirements of how they shall be granted.”

(Note: This item was referred back to the Committee at the 11/7/01 BMA meeting.)

Chairman Lopez stated this Committee previously voted something and it went to Bills on Second Reading and they changed it to something else and asked that it come back to this Committee for the simple reason that it was changed against the wishes of this Committee. I have not heard anything from the special committee but I understand that the special committee has submitted something to the Mayor and the Aldermen haven't been privileged to that information yet. I don't know if we want to take any action on this. I can tell you that the intent of not having special merit pay or if there was special merit pay it should come back to the HR Committee for final approval but they changed it where the HR Director and the Mayor would approve special merit pay. I can tell you that I am not too happy with special merit pay. As you noticed in the documents of the people who received it and in bringing the other Aldermen up to date, the reason they gave special merit pay in the past was because of an old ordinance and secondly because the individual could not go any farther in their grade so they ended up giving special merit pay for whatever reason in that area. The Airport and Info. Systems for example needed more money so that was one way to get more money to these people. There is a lot of philosophy as to whether the bonus, which is tabled on here too, as to whether the department heads should have bonuses and not special merit pay. I don't believe they should have both. Maybe the HR Director would like to comment on it to maybe help guide us here before we make any type of decision regarding the direction we want to go in.

Ms. Lamberton stated I wasn't here when the changes in compensation were done at the Airport and I think that the change in compensation needed to be done at the Airport and I think the salaries that were granted to the director and the other people were more than appropriate and maybe not even enough frankly based on the type of work that is and what other places are paying. I think that whoever did whatever they did they misused the system and gave people the wrong impression about what the system was supposed to do. I think that whoever they are should have just said we have a problem here and we need to enhance the salary of the Airport Director to recruit one and retain one and here is what we are going to do and this is where we are going to put the position and not monkeyed around with saying special merit or anything else. With that aside, if you just go back to special merit, the way I see special merit is giving people double steps or double increments and I am not sure that is a good idea and I am not sure that I agree with that if you are also going to have a bonus system. I think you need to have one or the other, not both. I also think that Frank Thomas chaired a committee over the summer that addressed bonuses and Yarger Decker and performance appraisals and everything else and Frank has made a recommendation to the Mayor, which is representative of the committee about all of those things. I am not sure where that stands. Do you know where that stands right now, Frank?

Mr. Thomas answered no not exactly. The next step is I believe the Mayor was going to sit down with some union heads and members of COPE to kind of not go into detail on the recommendations but just to feel them out as to how amenable they are to change and if they realize some of the problems that were developed by Decker and some of the cost issues and what not. I believe that is where it is right now.

Chairman Lopez stated I presume your documentation to the Mayor was confidential so I am not going to put you on the spot.

Alderman Shea moved to table this item. Alderman Pinard duly seconded the motion. Chairman Lopez called for a vote. There being none opposed, the motion carried.

Chairman Lopez addressed Item 8 of the agenda:

Ordinance Amendment:

“Amending Sections 33.024, 33.025 and 33.026 (Licensed Practical Nurse, Airport Security Specialist) of the Code of Ordinances of the City of Manchester.”

On motion of Alderman Shea, duly seconded by Alderman Sysyn, it was voted to approve this ordinance amendment and recommends that same be referred to the Committee on Bills on Second Reading for technical review.

Chairman Lopez addressed Item 9 of the agenda:

New hire/ termination reports submitted for informational purposes only.

On motion of Alderman Pinard, duly seconded by Alderman DeVries it was voted to receive and file this item.

### **TABLED ITEMS**

10. Communication from Chief of Police regarding transfer of juvenile court prosecutor’s responsibilities from the Police Department to the City Solicitor’s Office.  
(Tabled 3/28/01.)

This item remained on the table.

11. Ordinance Amendments:

"Amending 33.076 (Special Leave) of the Code of Ordinances of the City of Manchester."

Providing for amendment to Section D as follows:

"In addition to other leaves authorized by this subchapter, a department head and/or the Human Resources Director with the approval of the Mayor, may authorize an employee to be placed on administrative leave with or without pay in the interest of the City, for a period or periods not to exceed twenty work days in any calendar year."

"Amending Section 33.076 (Special Leave) of the Code of Ordinances of the City of Manchester."

Providing for amendment to Section D as follows:

"The Human Resources Director may recommend to the Mayor for his approval up to twenty (20) days of administrative leave, for employees, for purposes that are beneficial to the City. Such leave is chargeable to the employee's department."

"Amending Section 33.048 (Advancements within Pay Range) of the Code of Ordinances of the City of Manchester."

On motion of Alderman Sysyn, duly seconded by Alderman Pinard, it was voted to remove this item from the table.

On motion of Alderman Sysyn, duly seconded by Alderman Shea, it was voted to refer this item to the Human Resources Director for review and report back to the Committee.

12. Employee Bonus Report referred to Committee for review and report back to the Board of Mayor and Aldermen.  
(Tabled 8/28/01 pending report from Mayor's Special Committee.)

This item remained on the table.

There being no further business, on motion of Alderman Shea, duly seconded by Alderman Pinard, it was voted to adjourn.

A True Record. Attest.

Clerk of Committee